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Northern Region News

A Newsletter for Employees and Retirees

ISSUE 1

January 1995

Chief Announces Reinvention Plans The Change Begins

by
Forest Service
Reinvention Team,
Washington Office

We started this journey several years ago. There is no turning back, or standing still, we must continue to move forward" is what Chief Jack Ward Thomas told Regional Foresters, Station and Area Directors, and others assembled at the December leadership meeting, as he released the report, "Forest Service Reinvention: The Changes Begin."

Vice President Gore's National Performance Review, with its emphasis on reinventing government, was and is the impetus for reinvention of the Forest Service. The Agency's goal as for every other branch and agency of the Federal government, is to improve customer service and regain the public's trust through improved efficiency and demonstrated competence.

The description of the Forest Service of the future, as outlined in the report, addresses the purpose, outcomes, culture, work and structure of the Agency. The report clearly defines promoting sustainable ecosystems and providing excellent public service as the purpose of the Agency and the outcomes against which we will measure success. It calls for profound changes in the organizational culture of the Forest Service, one that approaches management and work through teams and creates an environment that is innovative, creative and people-oriented.

"The changes we have to make are more than structural and functional. We will experience the most profound improvements when we change our behaviors, not when we move around organizational boxes and lines," said Thomas.

"True improvement begins inside each one of us. We must draw upon our innate abilities and the abilities of the diverse multicultural and multi-disciplinary workforce. To succeed, we've got to work together, in teams and across artificial orga-

nizational and functional boundaries."

To create a government that works better and costs 'less', the future Forest Service will examine its core business processes or 'reengineer'. Reengineering of our work processes will lead to elimination of work that does not contribute to desired Agency outcomes, and contribute to improved efficiency and cost-effectiveness in the work that remains to be done. Providing "choice" for internal services through "contracting in" will eliminate unnecessary duplication of skills throughout the Agency. The competition for internal customers will provide incentive to offer the best services at the least cost.

The Agency structure will move from six to five Deputy or program areas—Research and Development, National Forest System, Operations, State and Private Forestry and International Forestry. The regional boundaries will be realigned to more closely follow ecosystem and State boundaries and the number of regions will be reduced from the current nine to seven. The boundaries will be identical across all program areas. Although this will call for some offices to be closed or reduced in size, the Agency will continue to maintain a presence wherever Forest Service offices are currently located.

"I want people to know that I am aware of the many reinvention activities that have already begun. This whole process has been and will continue to be a journey. We won't just flip a switch and reinvention will be completed—or even commence," said Thomas. "And, as we phase in the various aspects of reinvention, we will use every tool we have to minimize the pain to our Forest Service people. It's an exciting time and a time for us to gain our place as conservation leaders."

Notes from Dave

Implementation of Reinvention

David F. Jolly,
Regional Forester,
USDA Forest Service,
Northern Region

Last month, Chief Jack Ward Thomas announced plans for the reinvention of the Forest Service. The 56-page report **REINVENTION OF THE FOREST SERVICE: THE CHANGE BEGINS**, outlines broad strategies that will guide us as we create the Forest Service of the future.

Chief Thomas said, "As we proceed (with implementation), we remain committed to involving our workforce in developing transition plans."

I realize there is a lot of stress and anxiety created by the proposal to eliminate Region 1 as a Regional Office and to transfer management responsibilities to the current Regional Offices in Denver and Ogden.

It is important to keep in mind that this proposal is just that, a "proposal" by the Secretary of Agriculture. We can help alleviate much stress and anxiety by keeping everyone informed. At our Family Meeting on December 8, I made a commitment to keep you informed and current throughout the implementation stage of reinvention.

Plans to move from a Regional Forester to a four-person, self directed team for each Region is part of the reinvention proposal. This, of course, would require adjustments and changes in management processes and styles. However, this is again, a proposal, and the final structure may look differently in different Regions.

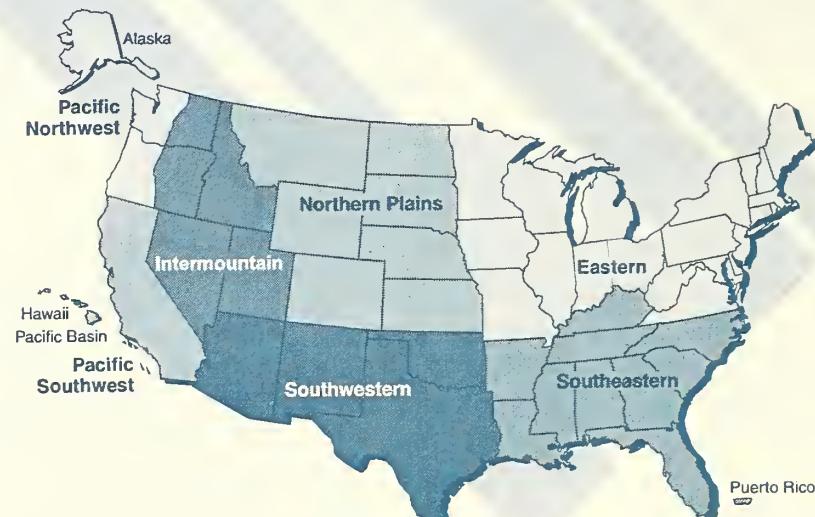
After talking with the Chief and Undersecretary Jim Lyons, my advice to you and the advice I am giving myself--is not to start looking for a job. This is a serious proposal but we should remember that it is still a "proposal."

I have been asked by some, "Does everyone in the Regional Office disappear?" Originally my answer to that question was, "Probably Not." From my subsequent discussions with Jack Thomas and Jim Lyons, I can say that the answer is, "No." The final organization picture will be resolved as part of the reinvention implementation plan. We have until the end of FY 95 to complete our reinvention implementation plan and we have been assured that we will have a voice in development of the plan.

When the plan is implemented in FY 96, it may require some of us to change jobs and/or change the location where we work. Some, for a variety of personal reasons, may be faced with the difficult decision of leaving the Forest Service. The personnel rules relating to involuntary personnel actions have not been changed for implementing the reinvention proposal. If there are shifts in where jobs are located, those shifts will be made under existing personnel rules.

Undersecretary Lyons and Chief Thomas have asked that I make it clear that the proposed Regional Office transitions will employ (a) attrition, (b) transfers, and (c) flexi-place to the maximum extent possible. Flexi-place would utilize some of our modern technologies that allow a person to be supervised by someone at a different location.

Proposed Forest Service Regions



At this time, we do not know if other Missoula-area units - Research Laboratories, Missoula Technology & Development Center - will be affected by implementation of reinvention plans. The only unit that was referred to in the reinvention proposal was the Regional Office.

A Helena and Lewis and Clark Forest consolidation is not being considered at this time. We plan to fill the Supervisor's job for the Lewis & Clark NF. I am still considering the consolidation of the Deerlodge and Beaverhead NF's and expect to forward this proposal to the Chief in the near future.

Recognizing that you have many questions and concerns, I have asked our Personnel staff to create a special Data General (DG) inbox to assist in getting information that you want and need. The system is called PM-HOTLINE. Anyone can access this system by sending a message to PM-HOTLINE:R01A. I encourage you to take advantage of this system. Answers to questions you submit will be sent directly to you. Questions will be answered by the Personnel Management staff, when appropriate, or directed to other responsible officials as needed. Questions and answers will be compiled and posted in a public CEO drawer on R01A.

We are also planning to provide employees with a weekly Reinvention Implementation News Sheet via DG. The WO "Face To Face III" video shares information about the implementation process, and is being sent to all Forests.

Regional teams will be organized to develop Regional Implementation Plans, which will be completed by September, 1995. We will then have a year to implement the approved Reinvention Plan. Union representatives (National Federation of Federal Employees) will be involved in this implementation planning. We will have an opportunity to affect the outcome.

The Chief has appointed Dave Radloff, Assistant Director at North Central Experiment Station, St. Paul, Minnesota, to lead the National Forest Service Reinvention Implementation Team. We are working with the WO to develop answers to a number of important questions and concerns. Chief Thomas has asked that any specific actions regarding changes in Regional boundaries or Regional Office locations be deferred until consultation with Congress is complete.

Ron Stewart, Associate Deputy Chief for Research, will head the team planning the restructuring and reductions in the WO.

In the interim, I had planned to submit our proposals to the Chief to fill our vacant Regional Office Director positions. However, the WO advised us on January 9, that effective immediately, the filling of all GS-13 and above positions will be deferred at least until March 1. We have had to rely heavily on actings to fill a lot of key jobs in recent months and some of this will have to continue for the foreseeable future. I do plan to ask the Chief for an exception to this current freeze to fill our vacant Forest Supervisor positions as soon as possible.

This Region, in recent years, has gone through a variety of reorganizations, restructurings and downsizings. We have implemented these changes in good form and with a high level of sensitivity to the effects on people. I am confident we can adapt to reinvention proposals and end up a stronger and more effective organization.

As we develop the Regional implementation plans in the next eight months, I will make every effort to keep you involved and informed about plans and changes. To help in this effort, I encourage you to bring your questions forward so we can help keep everyone current with correct information.

"Zdravstvuyte!"

No—that isn't a typo, that's how you say "hello" in Russian. Try to say *that* 12 times, really fast.

On October 11th and 12th, twelve Russian foresters descended upon the Sandpoint Ranger District to glean information on the ways North Americans prepare and administer timber sales. Ranger Claire Lavendel and other District employees hosted the Russians for two days. The group, which consisted of State, University, and government foresters, landed in Sandpoint as part of a two-week, northwest tour that started in Canada and included stops at the Colville National Forest.

The tour was not just one of Russians learning from Americans, but it was also one of Americans learning from Russians.

The group consisted of 10 men and two women from Chita Oblast, a Russian state in central Siberia near Mongolia. An interpreter from Portland, OR accompanied the group along with Ed Gee, an International Visitors Group coordinator from the Washington Office, Russia, which contains 50% of the world's softwood reserves, is one of four countries of emphasis for the Forest Service's International Forestry Program.

By the time the group arrived from a week in Canada and a few days on the Colville, their interests went beyond just timber sales. Small Sales Forester Nancy Kertis said that one of the first things the Russians wanted to know was how the District was organized and what individual responsibilities were.

"We gave them copies of every job description on the District, as well as performance elements," Kertis said. "They were also interested in our organizational charts—not only for the District, but also for the entire National Forest System."

Technology was another of the Russians' interest. The first day included a field trip to an active timber sale where a skyline yarding system was operating. The Russians were intrigued by what Sandpoint's Timber Manager, Tom Ball, thought was a basic yarding system. On the second day, the group was shown the District's fleet of vehicles, storage facilities, equipment, the tree cooler, the fire dispatch office and other amenities Forest Service employees often take for granted. Yet, for the Russians, it was eye-opening.



Russian Visitors pose for a group photo with Forest Service employees Ed Gee (2nd from left), Tom Ball (3rd from right) and Craig Barnes (far right). Photo by Nancy Kertis, Sandpoint Ranger District, Idaho Panhandle National Forests.

"A man named Anatoly took a spin on a four-wheeler," Kertis said. "He looked just like a kid on a new bike. We considered certifying him for off road vehicle driving," she added.

The group wrapped up their tour by heading west to Seattle, escorted by Sandpoint employees Craig Barnes, Tom Ball, and Nancy Kertis, in addition to Ed Gee and the interpreter. On the way, a stop at Costco couldn't be avoided. The store's massive amount of consumer goods made American shoppers out of the best of them.

Kertis' overall impression of the Russians was that they were a very warm, caring group of people. She felt very fortunate to spend time with them and get to know certain individuals.

At the end of the trip, Vladimir Kargopoltsev said what impressed him most about his tour with the Sandpoint District.

"He expressed his appreciation for all the information that was shared, and he was very impressed with how kind and friendly we were," Kertis explained. When he said "But I am most impressed with Nancy's driving!"

In Russia, many women don't drive. Kertis didn't let on to Vladimir that, in this country, most women can drive long distances just as well as she could. She let him go back to Russia thinking she was specially trained.

Russians Visit Idaho Panhandle

*by Nancy Kertis & Judy York
Sandpoint Ranger District
Idaho Panhandle National Forests*

National Wilderness Awards

Northern Region Gets Two of Five

Two of the five annual National Wilderness Awards were won by Northern Region units:

Moose Creek Ranger District, Nez Perce NF, received the award for Primitive Skills & Minimum Tool Leadership.

The Bob Marshall Wilderness Complex, Flathead, Helena, Lewis & Clark and Lolo NFs, received the Aldo Leopold Wilderness Program Award.

The awards were presented in November at the National Wilderness Conference in Santa Fe, New Mexico. The awards are co-sponsored by the Wilderness Society, America Outdoors, and Wilderness Watch.

Forest Service and private sector organizations are honored for excellence in overall wilderness management, leadership in wilderness education and skill in use of minimum tools and primitive skills in completing backcountry projects.

The Leopold award to the Bob Marshall Wilderness Complex stated "This unit excels in all aspects of wilderness management. It is integrated, coordinated, and effective."

"Wilderness education efforts are led by a complex-wide coordinator and the complex has had a very successful prescribed fire program in place for years." The citation also recognized that "since 1991, 90% of the naturally occurring fires have been managed as prescribed natural fires. Research programs are evident and the complex has just completed 6-years of monitoring as a result of their Limits of Acceptable Change process...the complex has been aggressive in preventing the spread of noxious weeds."

Moose Creek RD was recognized for a "primitive skills/minimum tool philosophy called 'A Way of Life' that promotes preserving natural conditions and 'leaves the imprint of man's work substantially unnoticed'...A vigorous minimum tool analysis is used on all projects to determine first if the project is necessary and then how to perform the needed action.

"Active air strips are maintained with primitive means and administrative airflights have been significantly reduced. Trail structures where needed are completed with hand tools and native materials."



Left: Moose Creek employees using a pit saw. The scaffolding design had not been used on the Nez Perce National Forest in decades. It was built after reference to museum records. The pit saw was used to hand-mill dimension material for bridge decking and puncheon (a large cask).

Below: A pack string in the Bob Marshall Wilderness, Flathead National Forest.



Sandpoint Ranger District Receives Panhandle NF "Rise to the Future" Award

*by Judy York,
Public Information Assistant
Sandpoint Ranger District
Panhandle NF*

When Sandpoint District Ranger Claire Lavendel went out to Trestle Creek with Forest Supervisor Dave Wright on October 6, she thought he was bringing her along for a media show. After taking KXLY-TV on a tour of bull trout spawning areas, Wright stopped at a dispersed campsite by Trestle Creek, where he complimented Lavendel on the District's exemplary work for the watershed. Then, to Lavendel's dismay, he chastised her for the litter problem in the camp-ground.

To illustrate his point, Wright reached for an old piece of cardboard by the creek. He then pulled out the "Rise to the Future" award and presented it to the very surprised Ranger.

The Sandpoint District received the award for demonstrating "a superior level of teamwork" in their efforts to complete the first watershed analysis of Trestle Creek, the highest priority watershed for the IPNF Interim Aquatic Ecosystem Strategy. Trestle Creek supports critical habitat for bull trout and other native fish species.

Lavendel made a point to recognize the key players of the Trestle Creek project: Fisheries Biologist John Chatel, Hydrologist Ken Heffner, and Project Team Leader Tony Erba. The award is hanging in the lobby of the Federal Building in Sandpoint, where the Sandpoint District is located.

*Sandpoint
District Ranger
Claire Lavendel
accepts the
Panhandle NF's
annual "Rise to
the Future"
award for the
district from
Forest Supervisor
David J. Wright.*

*Photo courtesy of
Bonner County
Daily Bee*



FIREFIGHTERS' SUPREME SACRIFICE

Honor Award
Presented by
USDA

At the USDA "Celebration in Excellence" honor awards program in September, in Washington, D.C., the Secretary of Agriculture presented the Heroism firefighters supreme sacrifice group honor award "In memory of those who gave their lives in the stewardship of the National Forests by 'caring for the land and serving people'."

The memorial citation read:

"In separate incidents; fourteen firefighters, three helicopter pilots, a truck driver, as well as two contract pilots and one Bureau of Land Management employee, gave their lives in early July protecting our natural resources and serving our customers."

Those named in the heroism honor award included Don K. Mackey, R-1 smokejumper, who died fighting a forest fire in Colorado, and two contract pilots, Bob Kelly, New Mexico, and Randy Lynn, Missoula, killed in the crash of an air tanker on the Nine-mile Ranger District, Lolo NF. The honor award pointed out that "There is no more tangible way of 'caring for the land and serving people' than saving lives, property and natural resources from the ravages of wildfire -- that's what these firefighters were doing as the fire enveloped them and snuffed out their lives.

"As we remember our tragic loss of these brave men and women, let us not forget the courageous men and women who continue to put their lives on the line by continuing to fight the nation's wildfires.

'We should never forget the debt that we, as their colleagues, as well as a nation, owe these firefighters.'



Regional Forester David F. Jolly presents a Certificate of Merit and cash award to Richard M. Bacon, director of Air, Fire and Aviation.

Richard M. Bacon Receives Merit/Cash Award

Regional Forester David F. Jolly presented Richard M. Bacon, Director of Air, Fire and Aviation, a Certificate of Merit and cash award in November for Bacon's demonstration of "exceptional leadership" during the 1994 fire season.

"The fire season of 1994 was of a magnitude and complexity unlike any we have experienced in recent years," Jolly said in making the presentation to Bacon.

"Given the large number of incidents that were occurring simultaneously, there was a need for exceptional oversight, coordination

and 'attention to duty' to be sure that resource allocation and use was properly prioritized and maximized.

"Coordination with other agencies and co-operators, including Federal, State, county and military organizations, was exceptional.

"Dick Bacon demonstrated exceptional leadership in providing this oversight, coordination and leadership during the 1994 fire season," Jolly concluded in presenting the award.

Roger Christopher Receives Valach Award As Outstanding Technician

by Cheryl Vanderburg
Public Affairs Officer
Lolo National Forest

The Vernon Valach Memorial Award was presented to Forestry Technician Roger Christopher, Nine-mile RD, Lolo NF, in recognition of his selection as the Lolo's outstanding technician for 1994. The Valach family established the memorial award in 1983. It is awarded each year to the Lolo NF's outstanding technician. Vernon Valach, a forestry technician on the Superior RD, was killed in an automobile accident in 1983. Christopher's nomination is recognition of his contribution to the Nine-mile Ranger District. He is always

willing to contribute his skills in many different areas. One area is fire management and his ability to "step in to fill the gap" was invaluable to the district and other Forests during the 1994 fire season. From the road management program to serving as a dozer boss, one can always rely on Christopher.

Employees on the Nine-mile RD agree there was not a better candidate for the Vernon Valach Memorial Award.



*Forestry Technician
Roger Christopher*



Regional Forester David F. Jolly (left) presented a Certificate of Merit and a cash award to Frank Kirschten, retired Soil Conservation Service conservationist, in the RO October 31, as Micki McCorkle, claims specialist in the Division of Administration looked on. Kirschten was recognized for "outstanding work as the government's expert witness regarding forage loss in preparation for and during the Turkey Fire quantum (damage) trial held October 6-15, 1993."

George A. Curtis, Kootenai National Forest, Receives USDA Honor Award



George A. Curtis

Photo courtesy Tobacco Valley News,
Eureka, MT.

George A. Curtis, fire management officer, Rexford RD, Eureka, MT., Kootenai NF, was recognized for personal and professional excellence at the U.S. Department of Agriculture "Celebration of Excellence" honor award program in September in Washington, D.C.

The Secretary of Agriculture presented the honor award to Curtis "for providing 30 years of professional leadership for a very successful prescribed burning and urban interface fire management program on the Kootenai NF."

The nomination for the Honor Award said, in part, "George Curtis has been a leader in the Northern Region in prescribed fire management. He had the foresight in the late 1960s to use ecosystem management approaches before it became a buzzword in the '90s.

"As early as 1967, George started implementing prescribed fire in ponderosa pine stands, burning natural fuels to reduce fire encroachment and to restore fire back into the ecosystems as their natural cycle.

"George's achievements have not been limited to the Rexford RD or the Kootenai NF. He has provided technical and field assistance for prescribed burning projects in Glacier National Park; the National Bison Range; British Columbia Forestry; the State of Montana; the Boise NF; Payette NF; and several other Forests in the Northern Region. Many people have come to the Rexford RD for training under George's direction."

With Bruce M. Kilgore, Curtis co-authored "Guide to Understory Burning in Ponderosa Pine, Larch and Fir Forests in the Intermountain West", Intermountain Research Station. With George's guidance, Rexford RD has established a popular and effective fire and fuels education program in the local schools for more than 20 years. He also organized a "mock" wildfire field exercise involving the rural fire departments, local law enforcement, emergency response units, state agencies and interested publics in the area.

Curtis retired in September, 1994, after 30 years with the Forest Service.

Combined Federal Campaign in Missoula Reaches 105%

By Donna Sheehy
RO Engineering
Missoula Area CFC Coordinator

Forest Service employees and retirees in Missoula County contributed \$35,645 to the 1994 Combined Federal Campaign (CFC). That was 105% of the assigned goal of \$34,000.

Of the 1,175 Forest Service employees/retirees, 286 (24%) participated in the CFC. Last year (1993), 339 (33%) of the 1,032 employees contributed a total of \$38,225.10.

The Missoula County CFC includes Forest Service employees in the RO, the two Intermountain Station laboratories, Aerial Fire Depot, Missoula Technology & Development Center, Office of the General Counsel, Lolo SO, Missoula RD, Ninemile RD, Seeley-Swan RD, and 450 retirees.

By units, percentage of participation ranged from 8% to 100%. Per capita contribution (among contributors) ranged from \$58 to \$270 per contributor.

Total contributions by Forest Service employees/retirees in Missoula county have ranged from \$24,963 in 1983 (395 of 975 employees contributed: 40.5%) to the \$35,645 in 1994 (286 of 1,175 total employees/retirees contributed: 24.3%).



R-1 Leadership Awards

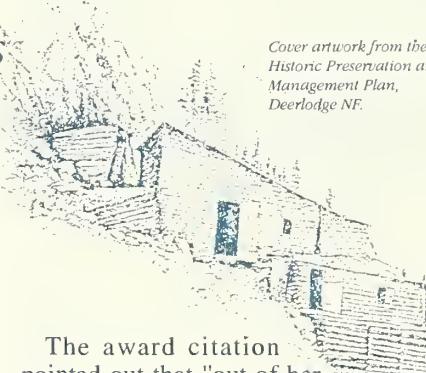
Elsbernd, Periman, Horn
Receive Honor, Merit Awards

At the Northern Region Leadership Team's November meeting at Hidden Valley in northern Idaho, Deerlodge NF Supervisor Van C. Elsbernd and Deerlodge NF Archaeologist Richard Periman received a joint Regional Forester's Honor Award.

The award was in recognition of their mutual efforts in preparing an innovative Historic Preservation & Management Plan for historic mining properties on the Deerlodge NF. The conceptual framework and methodology in this project have been acclaimed by the Montana State Historic Preservation Office (MSHPO) and Advisory Council. MSHPO, R-1 and the Montana Bureau of Land Management (BLM) Council are now examining the broader applications by other National Forests and BLM units. (For details about the Deerlodge NF Historic Preservation & Management Plan, 1994, contact Richard D. Periman, Butte RD, telephone 409/494-2147.)

Beth Horn, director RO Public Affairs Office, received a Certificate of Merit/cash award at the Leadership Team Meeting "for her role in forming a task group which resulted in a training course in public participation principles and techniques. The task group published the guide in 1993: "Strengthening Public Involvement: A National Model for Building Long-Term Relationships with the Public."

Cover artwork from the
Historic Preservation and
Management Plan,
Deerlodge NF.



The award citation pointed out that "out of her work in chairing the National Forest Service Task Group and developing, designing and publishing the guide, Beth proceeded to develop and implement the first-ever, unique training course for the Northern Region, 'Public Participation Principles and Techniques' (P3T). Since the development of the R-1 training course (December 1993), more than 250 people have taken the training, including employees from throughout R-1, Federal and State agencies, international agencies and consultants, as well as trainees from the private sector."

She presented the training session at the International Association of Participation Practitioners' conference (1993) in Kananaskis, Alberta, Canada, and the IAPPP conference in Washington, D.C. (1994). Seven training sessions are scheduled for 1995, including sessions in Forest Service regions R-4, R-6 and R-10.

Young People Work on Trail Along Continental Divide

Dillon Ranger District,
Beaverhead National Forest



By Katie R. Bump
Dillon RD,
Beaverhead NF

Voyageur Outward Bound Schools students working on the Henderson Gulch Trail project, on the Continental Divide Trail.

Photo by Katie R. Bump

Hiking along the Continental Divide Trail between Monida Pass and Goldstone Pass, students with Voyageur Outward Bound Schools left a bit of extra sweat along the way this summer.

On the Dillon RD, Beaverhead NF, they cut tread and marked a new trail route with rock cairns at Henderson Gulch. A couple of weeks later, they cut out downed logs and built a protective fence around an old Lehmi Shoshoni wickiup (wigwam), hidden among the trees in Pass Creek. The wickiup was partially crushed by fallen trees and the removal of the logs will help preserve this unique feature of Shoshonean heritage.

The hikers, young people in their teens and early twenties, came from all over the United States for the 29-day journey on the Continental Divide. Citizenship and service are part of the Outward Bound program, and Voyageur Outward Bound instructor Ruthie Loescher worked closely with Dillon Ranger District employees Leif Amundsen, Katie Bump, and Jim Schaeffer, and Ben Munger, archaeologist on the Beaverhead NF, to bring these service projects together.

"The trail work was a first-time experience for the students, and trail work is typical of Outward Bound service projects on other Forests," said Barry Hicks, Dillon District Ranger.

"Here we saw an opportunity to acquaint the students with the broad scope of Forest Service programs and resources — not just the business end of a pulaski. The work at the wickiup was a whole new kind of project."

"We had a great time," reported Ben Munger. "It was fun for the students to visit the wickiup site, something they wouldn't have done without this project, and we got some good work done. I hope we can do some more projects along the Continental Divide Trail. We have a wealth of cultural resources in this area, and projects like this are an excellent way to share them with visitors."



Personnel Changes on the Nez Perce

by Menn Pollworth,
Information Assistant,
Nez Perce NF, SO

New District Ranger
Salmon Ranger District



Jack M. Carlson is the new District Ranger for the Salmon River district, White Bird, Idaho, Nez Perce NF. He comes to the post from the Intermountain Region where he served as Mountain

City (Nevada) district ranger, Humboldt NF. Carlson holds a degree in forest resources development from the University of Minnesota. He began his Forest Service career on the Gunnison NF in Colorado. Since 1972, he has worked in timber, recreation, lands, minerals, fire, Youth Conservation Corps and human resource programs in California, Colorado, Oregon, Minnesota, Wyoming, Louisiana and Nevada. Carlson has experience in timber research at the Northern Central and Southern Stations. Mr. and Mrs. Carlson and their three children live in Grangeville. He says "We're glad to be a part of a nice community like Grangeville."

Teresa "Terry" Hall, purchasing agent, came to Grangeville from R-10, Juneau, Alaska, where she worked since 1985 as lead purchasing agent. She first worked for the Forest Service in

Missoula as a mail-file clerk in 1979. Hall worked as a properly/basing clerk before she was promoted to purchasing agent in 1984. Commenting on her new post in Grangeville, Hall said "I've never procured a mule or bales of hay before. There's never a dull moment."



Jerry Zumalt, smokejumper foreman at the Grangeville Smokejumper Center, replaced Pat Wilson who is now manager of the Smokejumper Center. He has served as a smokejumper in

California and Boise since 1970. Jerry and his wife, Jacqueline, and son, Andrew, live in Grangeville.

Personnel Actions

BEAVERHEAD NATIONAL FOREST

AWARDS & PROMOTIONS

BIRRER, JACKIE, forestry aid, Madison RD, spot award
 BROWN, JUDITH, budget & accounting officer, SO, cash award, temporary promotion
 BROWN, KENNETH, supervisory forestry technician, Madison RD, spot award
 BROWNING, DAVID, fisheries biologist, Dillon RD, spot award
 CARVER, QUINN, biological science technician, Wisdom RD, spot award
 CLEMANS, BARBARA, support services supervisor, Wisdom RD, spot award
 CHRISTENSEN, SHERRY, support services clerk, SO, spot award
 DENTON, PHYLLIS, geologist, SO, spot award
 DEZORT, ANITA, landscape architect, SO, spot award
 FREESTONE, JAMES, forestry technician, Wise River RD, spot award
 GALE, DEBORAH, forester, Wisdom RD, cash award
 GILBERT, ERNIE, forestry technician, Madison RD, spot award
 HANSEL, CHRIS, accounting technician, SO, cash award
 HARVEY, CAROL, forestry technician, Wise River RD, spot award
 IVERSON, LORENE, operations research analyst, SO, spot award
 JOHNSON, DEBORAH, forester, administration, SO, temporary promotion
 JOHNSON, SHARON, mail & file clerk, SO, spot award
 KIRKPATRICK, LURENE, forestry technician, Wise River RD, cash award
 KIRTLEY, JACKIE, information receptionist, Madison RD, spot award
 MOORE, ANNIE, forestry technician, Madison RD, spot award
 MOORE, JAY, forestry technician, Madison RD, spot award
 MORTENSEN, BLANE, physical science technician, Madison RD, spot award
 MOUSEL, MARTHA, global information systems coordinator, SO, spot award
 PETRONI, DIANE, forester, Madison RD, spot award
 REESE, MIKAL, business management assistant, Wisdom RD, spot award
 REYNOLDS, CINDY, forestry technician, Wise River RD, cash award
 RICE, DONALD, cartographic technician, SO, spot award
 ROWE, SCOTT, forestry technician, Madison RD, spot award
 RUSSELL, LAURIE, accounting technician, SO, cash award
 RYAN, JEROME, supervisory archeologist, SO, spot award
 SALO, DAVID, hydrologist, SO, spot award
 SCHOTT, LINDA, business management assistant, Madison RD, spot award
 SIMONSEN, CRAIG, civil engineer, SO, spot award
 SUENRAM, PERI, program analyst, SO, spot award
 SVOBODA, DANIEL, soil scientist, SO, spot award
 WALENT, LINDA, biological science technician, Wise River RD, spot award
 WIGEN, KENNETH, forestry technician, Wisdom RD, spot award
 WISEMAN, RONALD, wildlife biologist, Madison RD, spot award

REASSIGNMENTS/TRANSFERS

HEINTZ, TOM, district ranger, Philipsburg RD, Deerlodge NF, to resources staff officer, SO
 WEATHERD, BRAD, rangeland management specialist, Bridgeport RD, Toiyabe NF, to rangeland management specialist, Dillon RD

NEW EMPLOYEES

BLACKBURN, ROBIN, business management clerk, Madison RD, reinstated to permanent position

BITTERROOT NATIONAL FOREST

AWARDS & PROMOTIONS

ANDERSON, GARY, forestry technician, Sula RD, cash award
 ANDREWS, KEN, realty specialist, 50, cash award
 AMOSS, JEFF, timber management officer, 50, quality step increase
 ARONSON, JIM, forester, West Fork RD, cash award
 BARNES, CHAD, forestry aid, West Fork RD, cash award
 BECKER, DEBRA, forestry technician, Darby RD, cash award
 BERON, SUE, contract specialist, 50, belt buckle award
 BURHOP, BILL, supervisor forestry technician, Sula RD, cash award
 CAIRNS, CASS, information assistant, 50, quality step increase
 CALLATINE, KIM, forestry technician, West Fork RD, cash award
 CHRISTIANSON, NAN, biological scientist, 50, quality step increase
 DEBARBER, JASON, forestry technician, Sula RD, cash award
 ELZIG, KATHY, dispatcher, 50, quality step increase
 EVANS, RICHARD, forestry technician, West Fork RD, cash award
 FOGL, DENNIS, forestry technician, West Fork RD, cash award
 FRUSETTA, KERRY, forestry aid, West Fork RD, cash award
 GAUL, ROYLENE, legal instruments examiner, 50, spot award
 GIBSON, NANCY, computer assistant, Stevensville RD, cash award
 GLASSER, WES, forestry technician, West Fork RD, cash award
 GOSLIN, BILL, forestry technician, West Fork RD, cash award
 GRAYSON, NANCY, computer assistant, West Fork RD, cash award
 GUINARD, TIM, forestry technician, Sula RD, cash award
 HAYES, TED, welder helper, Trapper Creek JCC, temporary promotion to welder training leader

HENSLEY, CARL, forestry technician, Sula RD, cash award

HOPKINS, KAY, clerk typist, Sula RD, cash award
 IRWIN, DEAN, maintenance worker, West Fork RD, cash award
 JARUSSI, KATHY, personnel clerk, 50, quality step increase
 JENNE, LISA, forestry technician, Sula RD, cash award
 KAHL, TANYA, forestry aid, West Fork RD, cash award
 KIDD, SANDI, personnel officer, 50, promotion to personnel management specialist, RO, belt buckle award
 KING, DONALD, forestry technician, West Fork RD, cash award
 KING, LINDA, resource clerk, West Fork RD, cash award
 KIRKENDALL, JACK, fire management officer, 50, quality step increase
 KRATSCH, KEVIN, forestry aid, West Fork RD, cash award
 LAGERSTROM, MARK, forestry technician, West Fork RD, cash award
 LEWIS, BRET, forestry technician, West Fork RD, cash award
 LOMEGA, ELLEN, forestry technician, West Fork RD, cash award
 LUBERTAZZI, DAVE, forestry technician, West Fork RD, cash award
 LUCAS, DAVE, packer, West Fork RD, cash award
 MACLEAN, NINA, forestry technician, West Fork RD, cash award
 MCCHESENEY, CURTIS, fire management officer, R-4, Payette NF, Weisner RD, promoted to fire management officer, West Fork RD
 MCKEE, JOHN, forestry technician, West Fork RD, cash award
 MENA-EVANS, RAMONA, support services supervisor, West Fork RD, cash award, quality step increase
 MOODY, KATHY, forestry technician, West Fork RD, cash award
 MORLOCK, PATTE, purchasing agent, 50, promotion
 OPPEGARD, CHUCK, forestry technician, Sula RD, cash award
 ORMISTON, JOHN, wildlife biologist, 50, cash award
 PLYMPTON, HELGA, computer specialist, Flathead NF, promotion, SO
 REGAN, GEORGE, forstry technician, Sula RD, cash award
 ROUFS, NANCY, forestry technician, West Fork RD, cash award
 SEGO, GWEN, forestry technician, West Fork RD, cash award
 SHAW, WENDY, forestry technician, West Fork RD, cash award
 SPENCER, JANET, forestry technician, Sula RD, cash award
 TORKELSON, JIM, forestry technician, West Fork RD, cash award
 TROTTER, TIM, forester, West Fork RD, cash award
 VARNUM, VICKI, archeology technician, SO, cash award
 WEMPLE, DEBBY, forestry technician, West Fork RD, cash award
 WINDHORST, BRUCE, forestry technician, West Fork RD, cash award
 YERIAN, BRAD, forestry technician, West Fork RD, cash award
 YERIAN, HAROLD, mobile and small equipment servicer, Trapper Creek JCC, promoted to automotive worker, 50 ZIKAN, DOUG, forestry technician, Sula RD, cash award

REASSIGNMENTS/TRANSFERS

BERON, SUE, contract specialist, SO, reassigned to Lolo NF
 PRAUSA, CHUCK, timber staff officer, 50, reassigned to R-9, White Mountain NF, ecosystem team leader
 RUSSELL, LARRY, fire management officer, R-S, Plumas NF, Milford RD, reassigned to fire management officer Darby RD
 SMITH, WALTER, training officer/smoke~umper, AFD, reassigned to fire management officer, Sula RD
 UNDERWOOD, RITA, support services supervisor, Stevensville RD, reassigned to Darby RD

NEW EMPLOYEES

KUEHN, REBECCA, worker trainee, Trapper Creek JCC

CLEARWATER NATIONAL FOREST

AWARDS & PROMOTIONS

BEALE, JAMES, lead forestry technician, Lochsa RD, spot award
 BONNEY, BYRON, supervisory forestry technician, 50, cash award
 CLEVELAND, ROBERT, forestry technician, Lochsa RD, cash award
 DAVIS, DANNY, wildlife biologist, 50, cash award
 DELL, PAM, resource assistant, 50, cash award
 EMCH, DALLAS, ecosystem management officer, temporary promotion, to deputy forest supervisor, Shasta Trinity NF
 HINDS, LINDA, budget & accounting analyst, SO, cash award
 KEE, ED, biological science wildlife technician, Pierce RD, cash award
 KULESZA, BERT, deputy forest supervisor, SO, cash award
 LAY, SUZANNE, forester, Palouse RD, cash award
 LEE, TIM, civil engineering technician, SO, spot award
 LEWIS, STEVE, biological aid, Pierce RD, cash award
 MCKEE, MARLENE, computer assistant, SO, cash award
 MITCHELL, KAREN, financial assistant, SO, cash award
 OTT, TERRI, forestry technician, SO, promotion to contract specialist
 PERRY, KRIS, forestry technician, Lochsa RD, cash award
 RUPPHEL, PETE, supervisory contract specialist, SO, cash award
 SEARLE, KEVIN, forestry technician, Lochsa RD, cash award

SHEPHERD, JAY, forestry technician, Lochsa RD, cash award
 STEPHENS, MIKE, forestry technician, Lochsa RD, cash award
 TRIBBLE, KENDA, personnel assistant, SO, time off award
 TRIBBLE, ROBERT, public affairs officer, SO, cash award
 WHITE, CHERYL, resource specialist, SO, cash award

REASSIGNMENTS/TRANSFERS

CLARK, DEBBIE, hydrologic technician, conversion to term appointment, SO
 POLANSKI, DON, forestry technician, promotion to law enforcement officer, Lolo NF
NEW EMPLOYEES
 KING, AMY, civilian payroll clerk, term appointment, SO

CUSTER NATIONAL FOREST

AWARDS & PROMOTIONS

ALEXANDER, RUSSEL, civil engineering technician, east zone engineering, cash award
 ANKRUML, LORI, resource assistant, 50, cash award
 AUGHTMAN, MARK, surveying technician, east zone engineering, quality step increase
 BELL, PAMELA, purchasing agent, SO, cash award
 BENSON, KATHLEEN, supervisory contract specialist, SO, cash award
 CLARK, JOHN, forester, Sioux RD, cash award
 CLARK, REGINA, rangeland management specialist, 50, quality step increase
 FRANCIS, C. MICHAEL, information receptionist, 50, cash award
 GLASOE, CURTIS, civil engineer, east zone engineering, cash award
 GONZALES, SHERYL, supervisory computer specialist, SO, cash award
 LACKNER, JOHNNY, construction representative, east zone engineering, cash award
 MARK, CHARLES, forester, Beartooth RD, temporary promotion, forestry technician, fire management officer, SO
 MCGUIRE, DONALD, supervisory civil engineer, east zone engineering, cash award
 ODELL, CHARLES, range technician, Sioux RD, cash award
 PETIK, GARY, rangeland management specialist, McKenzie RD, promotion
 POINTER, LEAH, personnel clerk, SO, cash award
 POTTS, LARRY, forester, administration, Sheyenne RD, cash award
 RUFSVOLD, COLLEEN, resource clerk/office automation, Sheyenne RD, temporary promotion, support services specialist, Sheyenne RD
 SANDBAK, DENNIS, forester, Sioux RD, cash award
 SLACKS, WILLIAM, planner, McKenzie RD, cash award
 TEMPLETON, BARBARA, budget & accounting officer, SO, cash award
 TURBIVILLE, GAIL, support services specialist, Sioux RD, cash award
 VOGT, CASILDA, personnel assistant, SO, cash award
 WALSH, RUSSEL, survey technician, East Zone Engineering, quality step increase

DEERLODGE NATIONAL FOREST

AWARDS & PROMOTIONS

BOUEY, CHUCK, wildlife biologist, Madison RD, Beaverhead NF, temporary promotion to zone national environmental policy act coordinator, Jefferson & Butte RDs

REASSIGNMENTS/TRANSFERS

HEANEY, KEVIN, recreation assistant, Anaconda Civilian Conservation Center, CC appointment
 SMELICH, PHYL, support services supervisor, Wise River RD, Beaverhead NF, to accounting technician, SO

RESIGNATIONS

DENTION, PHYLLIS, mining engineer, 50

FLATHEAD NATIONAL FOREST

AWARDS & PROMOTIONS

AKE, KATHRYN, biological science technician, SO, spot award
 CHRISTOPHERSEN, CINDY, support services supervisor, Swan Lake RD, performance award
 FLINT, FRED, supervisory forester, Hungry Horse RD, temporary promotion to deputy district ranger
 HODDER-KOSS, BETH, forestry technician, Hungry Horse RD, spot award
 MANLEY, DEBORA, supervisory forester, Tally Lake RD, temporary promotion to deputy district ranger
 PLYMPTON, HELGA, computer specialist, SO, promotion to computer specialist, Bitterroot NF
 SCHRAEDER, DAN, public information technician, Swan Lake RD, promotion to information assistant
 SNYDER, CAROLYN, computer assistant, SO, spot award

REASSIGNMENTS/TRANSFERS

BOND, DEB, forester, Hungry Horse RD, reassignment to Kootenai NF, Libby RD, Canoe Gulch RS
 WILLITS, JAN, purchasing agent, SO, accepted position as law enforcement clerk, 50

GALLATIN NATIONAL FOREST

AWARDS & PROMOTIONS

ANDERSON, GREG, supervisory forestry technician (smokejumper)/air center manager, AFD, cash award
 BREEDLOVE, BILL, forester, 50, cash award

BUGGER, KAY, accounting technician, SO, cash award
 BURKENPAS, ANNA, personnel clerk, 50, cash award
 CIFALA, FRANK, forester, Big Timber RD, quality step increase
 COFFIN, CLAUDE, supervisory forester, Hebgen Lake RD, cash award
 DICKEY, LOREN, telecommunication specialist, 50, cash award
 GOUTERMONT, NORITA, resource clerk, Gardiner RD, cash award
 HART, DAVE, forestry technician, 50, quality step increase
 HESCH, PAT, forester, Hebgen Lake RD, cash award
 JONES, FRED, forester, Hebgen Lake RD, cash award
 KEMPFF, JANET, land surveyor, 50, promotion
 KEMPFF, JONATHAN, civil engineer, SO, quality step increase
 KRACHT, DICK, supervisory forester, Livingston RD, cash award
 KRAGER, RON, wildlife biologist, Bozeman RD, cash award
 KRATVILLE, SANDY, wildlife biologist, Livingston RD, quality step increase
 LAMONT, SUSAN, forester, Hebgen Lake RD, cash award
 LENNON, MARY, mining engineer, 50, cash award
 LERITZ, ED, forestry technician, Bozeman RD, cash award, quality step increase
 LINDSKOG, TOM, forestry technician, 50, cash award
 LOGAN, JOHN, district ranger, Gardiner RD, cash award
 MARTELL, STEVE, forestry technician, Bozeman RD, cash award
 MCCLURE, WALLY, fish biologist, Bozeman RD, cash award
 MICKELSON, JIM, supervisory civil engineer, SO, cash award, quality step increase
 MONFORTON, PENNY, accounting technician, 50, cash award
 PEARSON, MERRALYN, business management clerk, Hebgen Lake RD, cash award
 PINCZES, JOPHN, forestry technician, Bozeman RD, cash award
 RATH, DICK, forestry technician, Livingston RD, cash award
 RONNEBERG, CARL, range technician, Big Timber RD, cash award
 SHULER, SCOT, fish biologist, Gardiner RD, quality step increase
 SPARKS, JIM, wildlife biologist, Big Timber RD, cash award
 VANDIVER, ALAN, supervisory forester, Hebgen Lake RD, cash award
 WHITMAN, GRACE, support services specialist, Hebgen Lake RD, cash award

HELENA NATIONAL FOREST

AWARDS & PROMOTIONS

ALLEY, JOHN, visual information specialist, 50, incentive award
 BAILEY, CLIFFORD, engineering equipment operator, SO, spot award
 BOWLES, SARAH, forestry aid, Townsend RD, spot award
 BRILES, CAROL, personnel officer, SO, promotion
 BROHMAN, RYAN, forestry aid, Helena RD, spot award
 BROWN, MARY, forestry aid, Helena RD, spot award
 CAPITANI, SHANE, forestry technician, Townsend RD, spot award
 CARPENTER, MARVIN, supervisory forestry technician, Helena RD, spot award
 CHRISTENSEN, CHRIS, forestry technician, Helena RD, spot award
 COLE, MAUREEN, personnel management specialist, SO, promotion
 CRINER, MARK, forestry technician, Townsend RD, spot award
 CROWDER, JUDY, computer assistant, Helena RD, spot award
 DAUENHAUER, TOM, forestry technician, Lincoln RD, spot award
 EDGERLEY, COLLEEN, resource assistant, Helena RD, spot award
 ELLIOTT, JOHN, forestry aid, Townsend RD, spot award
 FINLEY, ROSANNA, forestry technician, Helena RD, spot award
 FITZGERALD, LUCAS, forestry aid, Lincoln RD, spot award
 GEARY, MAUREEN, forestry technician, Lincoln RD, time off award
 GILLESPIE, BRAD, supervisory forestry technician, Townsend RD, spot award
 GILLESPIE, KRISTINE, range technician, Townsend RD, spot award
 GOBBS, DEENA, office automation clerk, Townsend RD, spot award
 GONNOUD, THOMAS, lead forestry technician, Helena RD, spot award
 GROSH, CURT, forestry technician, Helena RD, spot award
 HAGEN, JENNIFER, forestry technician, Lincoln RD, spot award
 HAMERS, LAURIE, contract specialist, SO, spot award
 HAMLEN, MARC, forestry technician, Townsend RD, spot award
 HART, BARBARA, office services assistant, SO, promotion
 HENDRICKSON, SHANE, student trainee fish biologist, Helena RD, spot award
 JOHNSON, WALTER, motor vehicle operator, SO, spot award
 JONES, JACK, forestry technician, Townsend RD, spot award
 KELLEY, CHARLES, forestry aid, Lincoln RD, spot award
 KILLHAM, CORBIN, forestry technician, Lincoln RD, spot award
 KITTO, MARNI, range aid, Townsend RD, spot award
 KNEWTONSON, BRETT, forestry technician, Townsend RD, spot award
 KNUSTON, AARON, laborer, SO, spot award
 LAKE, MATHEU, forestry aid, Helena RD, spot award
 LEWIS, LEE, forestry technician, Townsend RD, spot award
 LINDGREN, JAY, forestry technician, Lincoln RD, spot award
 LOVE, JASON, forestry aid, Townsend RD, spot award
 LYONS, GERALD, forestry technician, Lincoln RD, time off award
 MADDEN, DAVID, office automation clerk, Helena RD, spot award
 MALQUIST, SARA, forestry aid, Lincoln RD, spot award
 MASON, CHRISTOPHER, forestry technician, Helena RD, spot award
 MCCANN, DAVID, forestry technician, Helena RD, spot award
 MCCAUSLAND, THOMAS, senior community service employment program, Helena RD, spot award

MITCHELL, DARREK, forestry technician, Townsend RD, spot award
 MITCHELL, THOMAS, forestry technician, Townsend RD, spot award
 MOE, DUANE, criminal investigator, SO, promotion
 NOE, ROD, forestry aid, Townsend RD, spot award
 NUNN, ERNIE, forestry technician, Townsend RD, spot award
 OWEN, CLIFF, forestry technician, Townsend RD, spot award
 PAULSON, KATHLEEN, forestry technician, Lincoln RD, spot award
 PHILLIPS, JAMES, forestry technician, Helena RD, spot award
 RAMER, CORY, forestry aid, Helena RD, spot award
 SALTZMAN, LYNDALE, lead forestry technician, Townsend RD, spot award
 SCOTT, SHARON, forestry technician, Helena RD, spot award
 SITCH, REBECCA, land surveyor, SO, promotion
 STOKES, KEVIN, forestry aid, Townsend RD, spot award
 TOBOL, SHARON, support services specialist, Helena RD, spot award
WALKER-MARTIN, DOROTHY, senior community service employment program, SO, spot award
WALL, DAN, supervisory forestry technician Townsend RD, spot award
 WILSON, JOHN, forestry technician, Lincoln RD, spot award
 WILSON, LYDIA, information assistant, SO, promotion
 WITHAM, GABRIEL, forestry aid, Helena RD, spot award
 WOODRUFF, MICHELE, forestry aid, Helena RD, spot award
REASSIGNMENTS/TRANSFERS
 SHEPHERD, KATE, office automation clerk, Lincoln RD, reassignment

IDAHO PANHANDLE NATIONAL FORESTS

AWARDS & PROMOTIONS

CARY, CAMILLA, resource clerk, SO, temporary promotion to information receptionist, Priest Lake RD
FAULKNER, DAVID, forester, SO, cash award
 KNODEL, DOROTHY, financial assistant, temporary promotion to accounting analyst, SO
 MECKEL, MARGARET, conveyance examiner, SO, temporary promotion to land law examiner, RO at SO
 OWEN, MICHAEL, fishery biologist, St. Maries RD, promotion
 RUSSELL, SALLY, lead forestry technician, Fernan RD, temporary promotion, forestry technician, Fernan RD
REASSIGNMENTS/TRANSFERS
 BOHON, TRACY, clerk, reassignment to information receptionist, SO
 POLLOCK, STEPHEN, environmental engineer, RO, reassignment to information/administration team leader, St. Maries RD

KOOTENAI NATIONAL FOREST

AWARDS & PROMOTIONS

BAIN, FLOYD, supervisory civil engineering technician, West Zone, special act
 BRAUN, SHEILA, forester, Rexford RD, performance award
 BUTTS, MARCELLA, forester, Fortine RD, promotion
 CERNICK, STEWART, engineering equipment operator, West Zone, special act
 CLARAHAN, JOHN, computer assistant, Three Rivers RD, promotion
 CORYELL, LARRY, supervisory forester, Three Rivers RD, quality step increase
 CRAIG, JOHN, forestry technician, Libby RD, special act
 DESY, TOM, supervisory forester, Three Rivers RD, temporary promotion
 EHMAN, CHERYL, resource clerk, Fisher River RD, temporary promotion
 ENRIGHT-BAWDEN, DIANA, public information technician, Cabinet RD, special act, promotion
 FERRUZZI, ED, supervisory forestry technician, Fortine RD, special act, temporary promotion
 FRANKE, MATTHEW, engineering equipment operator, West Zone, special act
 GAUGER, DELLORA, public information assistant, Fortine RD, special act
 GODDARD, KENNETH, civil engineering technician, West Zone, quality step increase, special act
 GRABINSKI, THOMAS, supervisory civil engineer, West Zone, special act
 HOLMAN, MICHELE, forester, Libby RD, special act, temporary promotion
 HUNTER, CHARLES, supervisory forestry technician, Three Rivers RD, temporary promotion
 HVIZDAK, RONALD, forestry technician, Rexford RD, performance award
 JAMES, JESSE, civil engineering technician, West Zone, special act
 JAMES, VICTOR, civil engineering technician, West Zone, special act
 JOHNSON, PATRICIA, cartographic technician, SO, special act
 JOHNSON, WAYNE, wildlife biologist, Cabinet RD, temporary promotion to SO
 JOHNSTON-TUBB, JONETTE, shared services supervisor, Libby RD, promotion
 JONES, GARY, civil engineering technician, West Zone, special act
 KAISER-STEVENSON, KIRSTEN, forester, Rexford RD, promotion
 KELSEY, JUDY, computer assistant, Three Rivers RD, promotion
 KERZMAN, NEAL, civil engineering technician, East Zone, special act
 KROEGER, LEWAYNE, civil engineering technician, West Zone, special act
 LANE, WENDY, civil engineering technician, West Zone, special act
 LEO, GEORGE, supervisory civil engineering technician, East Zone, temporary promotion, special act
 LIEN, KIMBERLEE, business management clerk, Libby RD, performance award

LIU, MICHAEL, forester, Fortine RD, special act

LUNDEEN, JANET, civil engineering technician, West Zone, special act
 MASON, SANDI, business management assistant, Fortine RD, special act
 MCGRATH, JOHN, supervisory civil engineering technician, West Zone, special act
 MJELDE, RONALD, civil engineering technician, West Zone, special act
 MOORE, JR, ROBERT, civil engineering technician, West Zone, special act
 NELSON, NEIL, forestry technician, Rexford RD quality step increase
 NIX, JANET, editorial assistant, Rexford RD, temporary promotion
 PENDERGRASS, MIKE, telecommunications specialist, SO, promotion
 SCHLENKER, ANNE, forester, Libby RD, promotion
 SPOONER, JEANNE, public affairs specialist, SO, special act
 WEBSTER, CHARLES, forester, Fortine RD, temporary promotion to SO
 WELTZ, JOE, civil engineering technician, West Zone, special act
 WELTZ, WILLIAM, civil engineering technician, West Zone, special act
 WICKA, LETA, procurement clerk, SO, special act
WIDRIG, BILL, assistant fire management officer, Fortine RD, special act, temporary promotion

WILLIAMS, CHARLES, supervisory civil engineering technician, West Zone, special act

WILLIAMS, MARILYN, civil engineer technician, West Zone, special act
 YOUNG, D. LEWIS, wildlife biologist, Rexford RD, temporary promotion to SO
 ZEARFOSS, JACK, civil engineer, West Zone, special act

REASSIGNMENTS/TRANSFERS

BOJONELL, HILAIRE, hydrologist, SO, reassignment to Three Rivers RD
 BUCKMASTER, PAM, resource technician, Fisher River RD, reassignment to procurement clerk, SO
 DEYOUNG, LINDA, support services supervisor, Fisher River RD reassignment to Three Rivers RD
 FUJISHIN, MONTE, supervisory forester, Three Rivers RD, promotion to district ranger, Chatham Area NF
 GORDON, PHYLLIS, contract specialist, SO, transfer to Department Health and Human Services
 GUBEL, JOHN, forester, Nez Pearce NF, reassignment to Cabinet RD
 JOHNSON, CINDY, information receptionist, Fisher River RD, reassignment to SO
 LEIN, KIM, accounting technician, Fisher River RD, reassignment to SO
 NICHOLS, VIRGINIA, budget accounting analyst, SO, reassignment to budget officer MEYER, LINDA, accounting technician, SO, reassignment to resource clerk, Three Rivers RD
 SULLIVAN, ELLEN, interpretative specialist, Arapaho-Roosevelt NF, reassignment to wildlife biologist, Rexford RD

RESIGNATIONS

OLSEN, DEBORAH, civil engineer, West Zone
 SESTRICH, JOLENE, civil engineer, East Zone

LEWIS & CLARK NATIONAL FOREST

AWARDS & PROMOTIONS

ABT, RICHARD, forester, Judith RD, Incentive award
 ACKERMAN, VILMA, computer assistant, SO, spot award
 ANDERSON, KENNETH, senior community service employment program, Kings Hill RD, spot award
 BLOMQUIST, DEAN, forestry technician, Musselshell RD, Incentive award
 BOGESS, DEBBIE, accounting technician, SO, promotion
 CHESNUT, GARY, civil engineering technician, SO, non-monetary award
 DARLING, ROBERT, criminal investigator, SO, promotion
 GRADWELL, JANET, support services specialist, Judith RD, to White Mountain NF, promotion
 GREGG, AL, forestry technician, Judith RD, spot award
 HJELVIK, DAN, forestry technician, SO, spot award
 JOHNSON, DAVID, forestry technician, SO, spot award
 KAMRUD, NORM, supervisory forestry technician, Rocky Mountain RD, promotion
 KELLEY, EDWARD, civil engineering technician, SO, spot award
 MARTIN, STEVEN, supervisory forester, Musselshell RD, Incentive award
 MOSHER, RICHARD, lead forestry technician, Kings Hill RD, spot award
 NELSON, CHARLENE, writer/editor, SO, CC appt
 REASINGER, RICHARD, forestry technician, Judith RD, spot award
 ROWLAND, DEAN, forestry technician, Judith RD, spot award
 SHERER, JEFFERY, lead forestry technician, Judith RD, spot award
 STOTHART, ROBERT, forestry technician, Judith RD, spot award
 TAYLOR, JUDITH, office automation clerk, Judith RD, spot award
 THURSTON, GAIL, forestry technician, SO, spot award
 WOLLAN, THAD, cartography aid, SO, spot award

REASSIGNMENTS/TRANSFERS

MONTOYA, LORETTA, resource clerk, Flathead NF to Lewis & Clark NF, SO

RESIGNATIONS

CHESNUT, GARY, civil engineering technician

LOLO NATIONAL FOREST

AWARDS & PROMOTIONS

AGNER, JON, forestry technician, Seeley Lake RD, special act award

BROWN, SCOTT, forestry technician, Seeley Lake RD, special act award
 BROWN, CARYL, office automation clerk, Seeley Lake RD, spot award
 CHRISTOPHER, ROGER, frstry technician, Ninemile RD, Vernon Valach Memorial award
 FLINDERS, SHAYNE, forestry technician, Seeley Lake RD, special act award
 GRILL, STARLA, accounting technician, SO, promotion to support services specialist, Ninemile RD
 HAUGEN, LEIF, forestry technician, Seeley Lake RD, special act award
 HEGMAN, CHARLES "SKIP", forestry technician, Missoula RD, special act award
 HENDRICK, JENNIFER, office automation clerk, Superior RD, spot award J
 JACOBSEN, GREGORY, forestry technician, Seeley Lake RD, special act award
 KARKANEN, STEVE, forestry technician, Missoula RD, temporary promotion to fire management officer, Ninemile RD
 KENNEDY, ELIZABETH, wildlife biologist, Superior RD, special act award
 KOKE, RACHEAL, office automation clerk, Ninemile RD, spot award
 KOPPENOL, PATRICIA, forestry, Superior RD, temporary promotion, Missoula RD
 KREIS, LAURIE, office automation clerk, Ninemile RD, promotion to business management clerk
 OELIG, WILLIAM, forestry technician, Seeley Lake RD, special act award
 PATTERSON, BERNADEANE, forestry technician, Missoula RD, spot award from Helena NF
 SHEETS, KAREN, forestry technician, Plains RD, spot award
 STACK, DAVID, forester, administration, Missoula RD, special act award
 SULLIVAN, JILL, forestry technician, Missoula RD, spot award
 THOMAS, DAVID, supervisory forestry technician, Superior RD, special act award
 VALITON, FRED, forestry technician, Seeley Lake RD, special act award
 VINCENT, VIRGINIA, forestry technician, Ninemile RD, special act award
 WALLACE, CINDY, forestry aid, Seeley Lake RD, special act award
 WHITE, MICHAEL, forestry aid, Seeley Lake RD, special act award
 WHITE, REBECCA, forestry technician, Seeley Lake RD, special act award

REGIONAL OFFICE

AWARDS & PROMOTIONS

ALLEN, BRUCE, land law examiner, LM, cash award
 AMMONS, WALTER, visual information specialist, MTDC, cash award
 ANDERSON, CAROL, procurement analyst, ADM, quality step increase
 ARTHUR, JAMES, supervisory personnel management specialist, PM, cash award
 BAND, LYNETTE, procurement assistant, ADM, cash award
 BIXLER, SCOTT, realty specialist, LM, cash award
 BOURASSA, MARTHA, supervisory accountant, ADM, cash award
 BRODERICK, ROBERTA, support services supervisor, AFD, cash award
 CLAGUE, JANET, management assistant, MS, promotion
 CUPLIN, SUE, contract specialist, ADM, spot award
 DAVIS, CHARLES, accountant, ADM, cash award
 DENNY, ELEANOR, personnel assistant, PM, cash award
 EVERETT, JANICE, personnel clerk, AFD, cash award
 GEORGE, JANIS, purchasing agent, ADM, cash award
 GLENN, HEATHER, stay in school, PM, cash award
 GRUBB, JAMES, environmental engineer, ENG, promotion from R-6, Rogue River NF
 HALL, DEBBY, personnel management specialist, PM, cash award
 HEWITT, JUDITY, budget & accounting analyst, AFD, cash award
 HONSKY, MARY, supply clerk, AFD, cash award
 JONES, CHRISTINE, office automation clerk, LM, spot award
 KIDD, SANDI, personnel management specialist, PM, promotion from Bitterroot NF
 LACKNER, LARRY, personnel assistant, PM, cash award, promotion
 LAKE, CRYSTAL, secretary-typing, PM, cash award
 LAY, RONDY, small engine mechanic, AFD, cash award
 LENTZ, GRETCHEN, computer specialist, MS, cash award
 LESTER, CAROLE, personnel clerk, PM, cash award
 LEVESQUE, DAVID, materials handler, AFD, cash award
 MACEO, HARRIS, accountant, ADM, cash award
 MAIER, CAROL, realty specialist, LM, quality step increase
 MARTIN, ZUMA, computer specialist, MS, cash award
 MASON, PHILIP, materials handler, AFD, cash award
 MCCART, KATHLEEN, computer specialist, PM, cash award, plaque (WO), time off award
 MCLAREN, JAN, accountant, ADM, cash award
 NICHOLLS, ERIN, office automation clerk, LM, spot award
 NORDBERG, ROBERT, materials handler, AFD, cash award
 NORSKOG, THELMA, administrative officer, MTDC, cash award
 OELKE, KATHRYN, freedom of information act specialist, MS, promotion
 O'ROURKE, DEBRA, mechanical engineer, MTDC, cash award
 PAIGE, L. CHRISTINE, wildlife biologist, WLF, cash award
 PHELAN, SEAN, materials handler, AFD, cash award
 RESNER, BONNY, supply technician, AFD, cash award
 REYNOLDS, GARY, personnel staffing specialist, PM, cash award
 ROOT, SUE, forestry technician, WRHP, cash award
 RUSS, BETTY DEE, program assistant, L&M, promotion
 SHAFFER, JOYCE, purchasing agent, ADM, cash award

STABER, BEVERLY, land law examiner, LM, cash award
 STICKNEY, CHERYL, land law examiner, LM, cash award
 STOWELL, PAT, personnel clerk, PM, cash award
 STOWELL, FREDERICK, fisheries biologist, WLF, cash award
 THISTLE, HAROLD, physical scientist, MTDC, cash award
 WARD, EDMUND, facility operations, AFD, cash award
 WILBRECHT, JOHN, photographer, MTDC, cash award
 WILLIAMS, WAYNE, lead forestry technician smokejumper, AFD, cash award
 WILLIAMSON, RICHARD, supervisory personnel management specialist, PM, cash award
 WISE, LESLIE, stay-in-school financial clerk, LFP, promotion from Bitterroot NF
 WYATT, PHYLLIS, supervisory operations group leader, PM, cash award
REASSIGNMENTS/TRANSFERS
 HALL, GLENDA, student trainee financial management, MTDC, reassignment to L&FP
 JAY, LAURA, accounting technician, White River NF, R-2, reassignment to ADM

RETIREMENTS

John "Dale" Gorman, supervisor of the Lewis & Clark NF, Great Falls, MT, retired January 3, 1995. His 36-year government career began in 1959 on the Chippewa NF, Minnesota, as a forester. After two years in the Army, he resumed his Forest Service career in the Eastern Region (R-9) where he served with the Job Corps; assistant ranger; district ranger; pesticide use coordinator/silviculturist in the RO; and deputy forest supervisor on the White Mountain NF in New Hampshire. He was named supervisor of the Lewis & Clark NF in 1980. Mr. & Mrs. Gorman will continue to make their home in Great Falls.

Bob Lousen, Bozeman, MT, zone personnel officer for the Gallatin, Deerlodge, and Beaverhead NFs, retired January 3, 1995 after 25 years of Federal service, 22 years with the Forest Service and three years in the Army. A native of Butte, Lousen is a graduate of the University of Montana. He began his Forest Service career at the Anaconda Job Corps Center, Deerlodge NF, in 1972 as a teacher and later a guidance counselor. Lousen accepted an appointment in 1977 as a personnel management trainee on the Deerlodge NF and later was reassigned to the Kootenai NF, Libby, MT, as a personnel management specialist. After serving as personnel officer for the Helena NF, he was promoted to the post of shared personnel officer for both the Custer and the Helena NFs. In 1991, he was named personnel officer for the Gallatin NF, Bozeman, MT, and was serving as zone personnel officer for three National Forests at the time of his retirement. Mr. & Mrs. Lousen plan to make their retirement home in Helena. They are the parents of two grown children; Michelle and Troy.

Joe Quinn, Trapper Creek Job Corps Center, Darby, MT, Bitterroot NF, retired in September, after 30 years of government service. For the past 28 years, he worked at the Trapper Creek Job Corps Center as teacher, assistant Corpsman Supervisor for residential living, Principal in Education Department, head counselor, and supervisor of vocational department. He said, "My life has been enriched by the staff and students with whom I have worked."

Other Retirements

BARNETT, PHIL, forestry technician, Darby RD, Bitterroot NF
 BRIGGEMAN, KENNETH, timber staff officer, SO, Kootenai NF
 CONNER, MIKE, forester, SO, Flathead NF
 CURTIS, GEORGE, supervisory forester, Rexford RD, Kootenai NF
 CURTIS, RANDY, civil engineering technician, SO, Clearwater NF
 DUTTON, LEE, supervisory civil engineering technician, East Zone, Kootenai NF
 GOSS, C.JOYCE, administrative officer, Three Rivers RD, Kootenai NF
 HALVERSON, JAN, public affairs assistant, SO, Flathead NF
 HAMMACK, TOMMY, realty specialist, SO, Kootenai NF
 HULSLANDER, LORING, supervisory forester, Fortine RD, Kootenai NF
 KAEDING, ERMA, cartographic technician, SO, Kootenai NF
 Klapwyk, DON, guidance counselor, Trapper Creek JCC, Bitterroot NF
 ORR, DARRELL, forestry technician, Libby RD, Kootenai NF
 PIERCE, RON, supervisory forestry technician, Three Rivers RD, Kootenai NF
 RIGHTER, JOHN, forester administrator, Three Rivers RD, Kootenai NF
 STEWART, NICHOLAS, civil engineer technician, East Zone, Kootenai NF
 TRIBBLE, ROBERT, public affairs officer, SO, Clearwater NF
 WINSTEAD, JIM, social services assistant, Trapper Creek JCC, Bitterroot NF

In Memoriam

Dorothy Rognrut Herbig, 71, died November 10, in Kirkland, Washington. She worked for the Forest Service for many years, including Missoula in the 1960s. Mrs. Herbig later worked for the Environmental Protection Agency in Seattle.

Robert Dillon Oakley, 72, died November 22, in Missoula. He was employed by the Forest Service, Philipsburg RD, Deerlodge NF. In 1981, he wrote "The Philipsburg Story," a history of the ranger district. Oakley served 4 years in the Navy during World War II and was a partner in Aable Antiques for 40 years.

James D. Powers, 74, died November 15, in Missoula. He started to work for the Forest Service in 1961 as a car shop superintendent in Missoula. He retired in 1982.

Employee Wellness Program Brings Flu Shots to RO

As the cold and flu season approached this fall, employees in the Missoula area requested the RO Wellness Committee arrange for flu shots to be provided for employees and their families.

Ann Baker, regional safety and health officer in Personnel Management, contacted Nancy Catey at the Missoula Health Dept. and arranged for a one-day flu-shot clinic at the end of October.

Catey, along with Tammy Powers, R.N., provided shots for 60 employees and family members at the clinic in the Missoula Federal Building. Ann Baker reports that 136 employees and family members came to the 1993 flu clinic for shots.

Participants were charged \$10 for the flu shot.



Ann Baker (right) discusses arrangements for the one-day flu shot clinic with Nancy Catey of the Missoula Health Department.

C-Span Television Crew Visits Aerial Fire Depot

C-SPAN's 45-foot bus of television technology rolled up at the Missoula Aerial Fire Depot (AFD) in October. The studio for filming, editing, interviewing, producing and broadcasting stopped off at the AFD to do news

items and features on Forest Service smokejumpers. "We're not out crusading or investigating," explained Maura Pierce, member of the C-SPAN crew. "We'll just do an interview that doesn't really get into the politics of smokejumping or fire fighting, but focus more on what is a smokejumper." C-SPAN is the cable industry's public-affairs network, funded collectively by local cable operations. It started operating in 1979. "We're all about bringing people information about their government," Pierce said. The bus is C-SPAN's vehicle for showing educators how to use the network's programming in teaching. Wayne Williams, smokejumper and coordinator for the AFD visitor center, took the C-SPAN cameraman and reporter on a one-hour tour of the smokejumper operations. "It was the same tour we provide summer visitors," Williams said. C-SPAN will air the tour sometime this winter.

The high-tech bus came to Missoula from Helena where they worked with students and teachers at Capital High School. After shooting video footage in Missoula, the C-SPAN crew continued their 5-year tour with a stop in Coeur d'Alene.

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